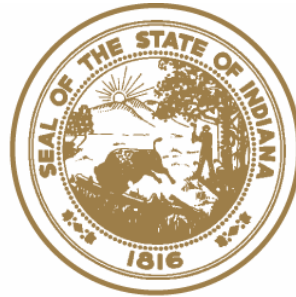


Innovating Indiana Workforce Development



INDIANA
WORKFORCE
DEVELOPMENT

SHRIC Meeting
October 27, 2005

- Workforce Development Objectives and Strategy
- Execution and Implementation

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System Objectives

- Grow Hoosier Jobs and Employment
- Grow Hoosier Personal Income
- Deliver Premier Customer Service

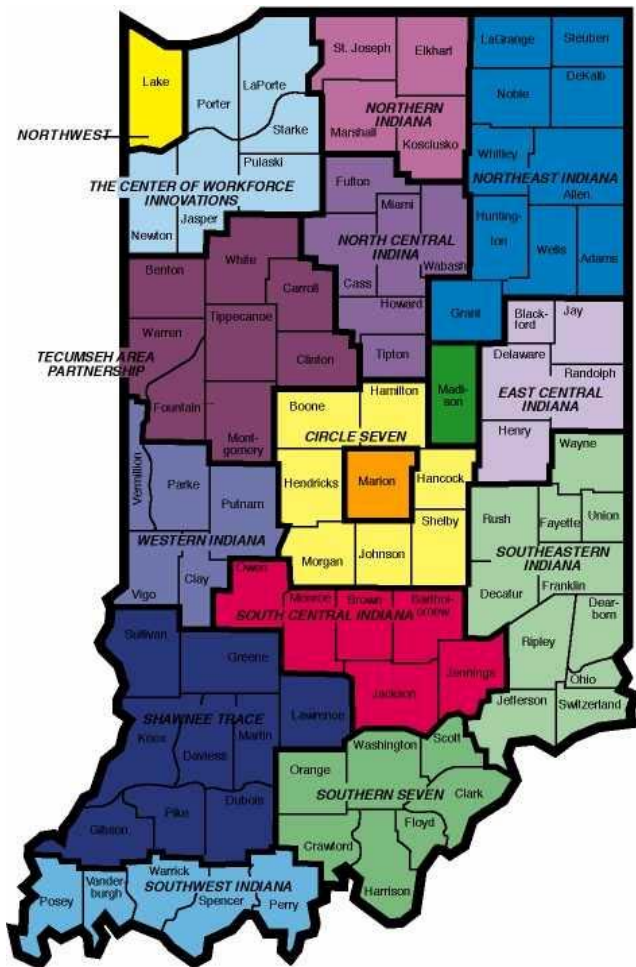
System Strategy

- **Regionalize**-structure economic and workforce development efforts on a regional basis to:
 - Strengthen regional capacity
 - Customize service delivery
- **Integration**-remove programmatic silos and system inefficiencies through integration of resources and policies.
- **Alignment**-foster greater alignment of workforce development with economic and industry needs of our regions.
- **Innovation**-lead the nation in innovative workforce development systems from technical systems to program design and service delivery.

- Workforce Development Objectives and Strategy
 - Regionalization
 - Integration
 - Alignment
 - Innovation
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Structural Reform

Today's System



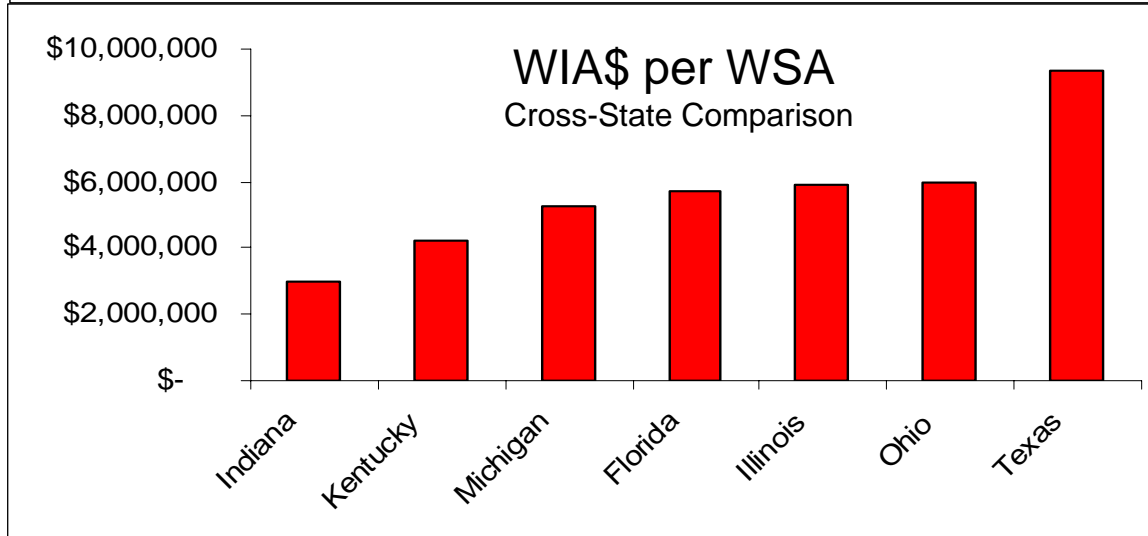
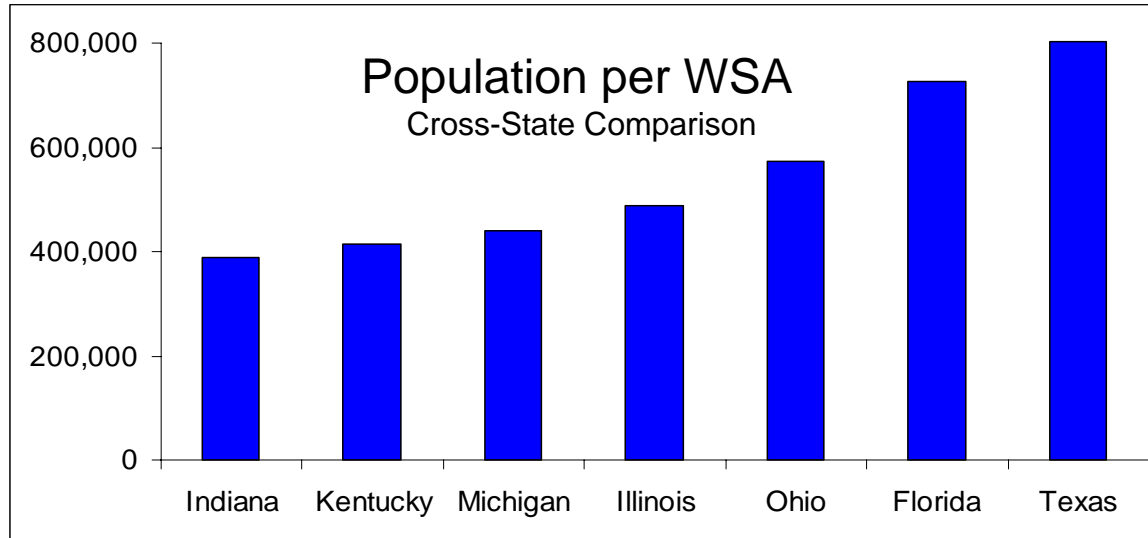
- Consistent with WIA, each WSA has a WIB Director, Chair and CEO
- Indiana currently has 15 WSA's
- These were "grandfathered" in from JTPA
- Average length of WSA = 23 years
- Majority of WIA Providers were JTPA providers
- In one instance, the WIB Director/staff and WIA provider are the same entity

October 2005

Structural Reform

Today's System

WSA Size Comparison



Indiana has the fewest people and WIA\$ per WSA of our neighboring and other comparison states.

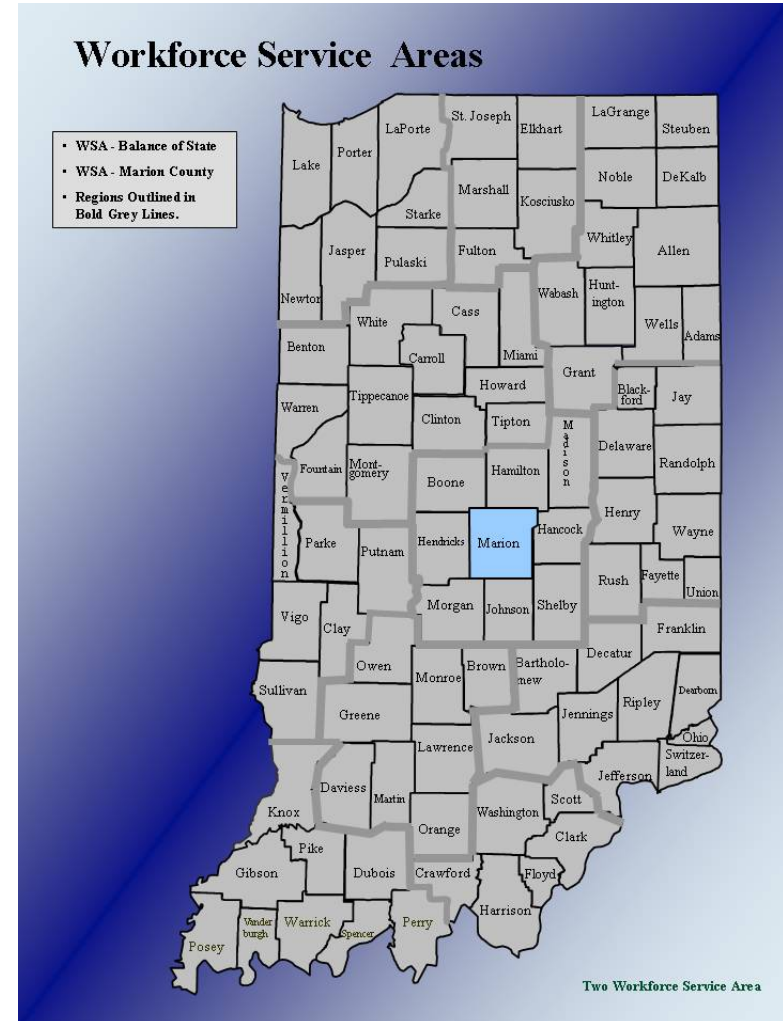
Regionalization

- Workforce strategies organized and implemented on a regional basis will enable greater alignment with economic development and education, and more flexibility and capacity to achieve jobs and income growth
- Regions are better able to assess their own needs and opportunities
- Fewer regions will result in shift of administrative dollars to training dollars

Regionalization

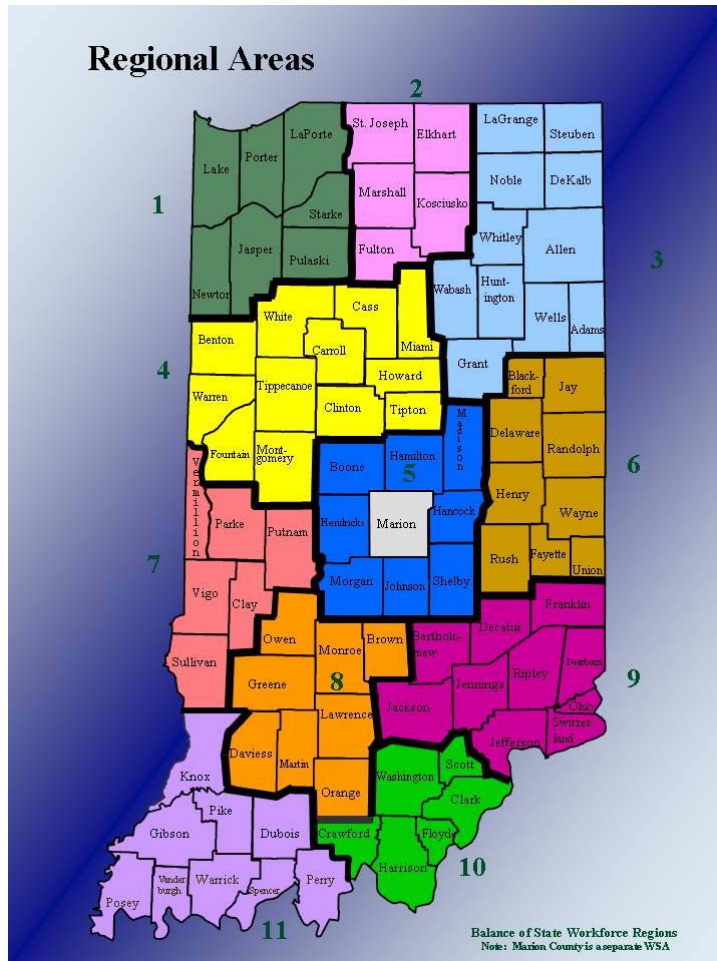
Two Workforce Service Area State

- Flexibility to design more innovative regional system
- Allows for greater competition
- Minimizes influence of unintended consequences of WIA
- Streamlines accountability and decision-making
- Realizes cost efficiencies



Regionalization

Tomorrow's System



- The new alignment will have 11 regions
- Boundaries were determined by:
 - Labor markets - commuting patterns
 - Economic cluster data
 - Educational attainment data
 - Job projection data
 - Presence of MSAs
 - Existing WorkOne infrastructure
 - Existing Higher Ed infrastructure
 - Strategic Considerations

Strategic Skills Initiative: Goals

1. Identify specific skill shortages, root causes, and solutions that exist in the workforce planning regions throughout the state
2. Fundamentally shift the way regions think about workforce development and build regional capacity

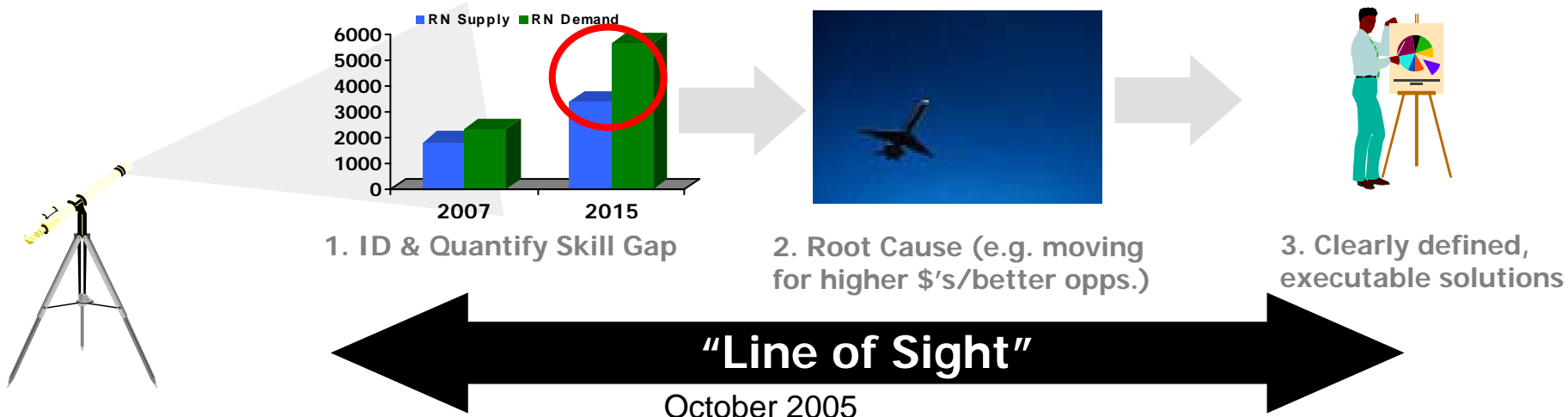
Regionalization

Strategic Skills Initiative

Goal: Identify specific skill shortages, root causes, and solutions that exist in the workforce planning regions throughout the state

Objective:

- Quantify the shortages, both in near term (2yrs.) and long-term (10 yrs.)
- Specify the root cause for the shortage
- Clearly define executable solutions that are tied directly to root cause



Regionalization

Strategic Skills Initiative

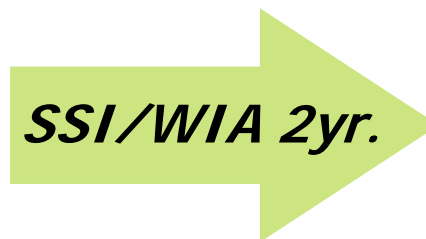
Goal: Fundamentally shift the way regions think about workforce development

Objective:

- Instill demand-driven approach to addressing skill gaps
- Create interdependency among constituents at local level
- Transfer knowledge of process and methodology to local advisory boards/consortia



Supply (training/solutions) Driven



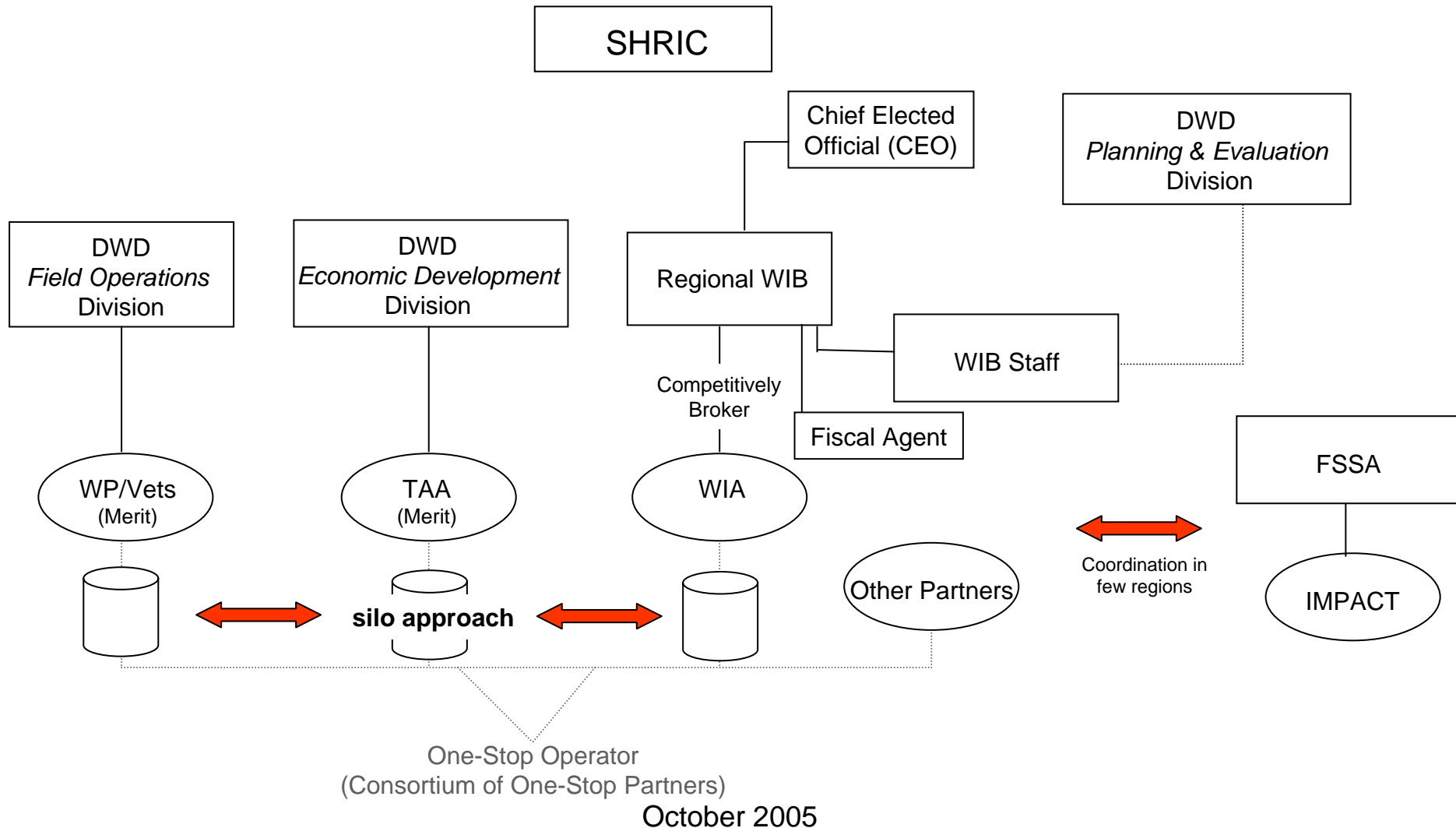
Demand (Root Cause) Driven

October 2005

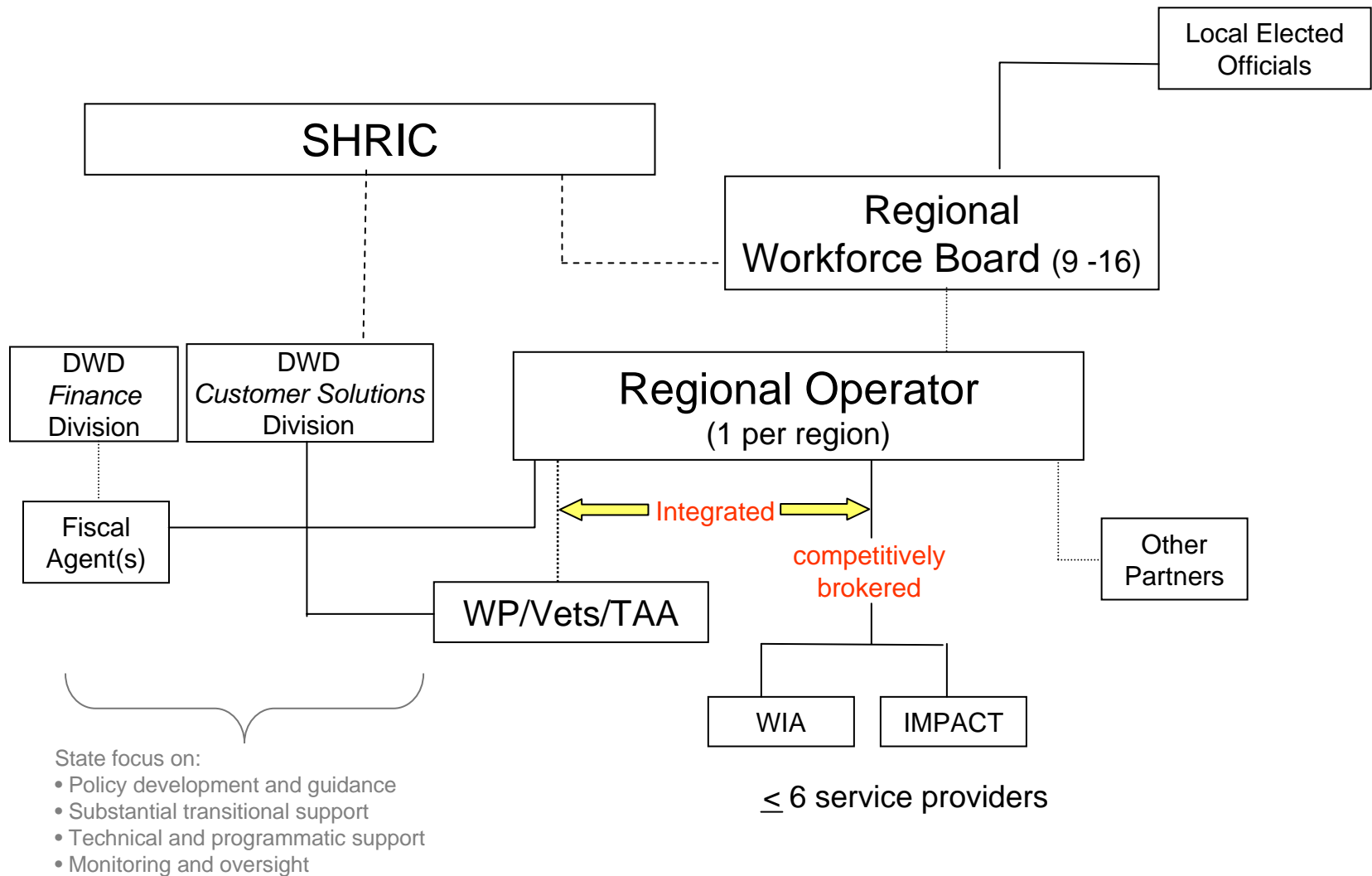
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Structural Reform

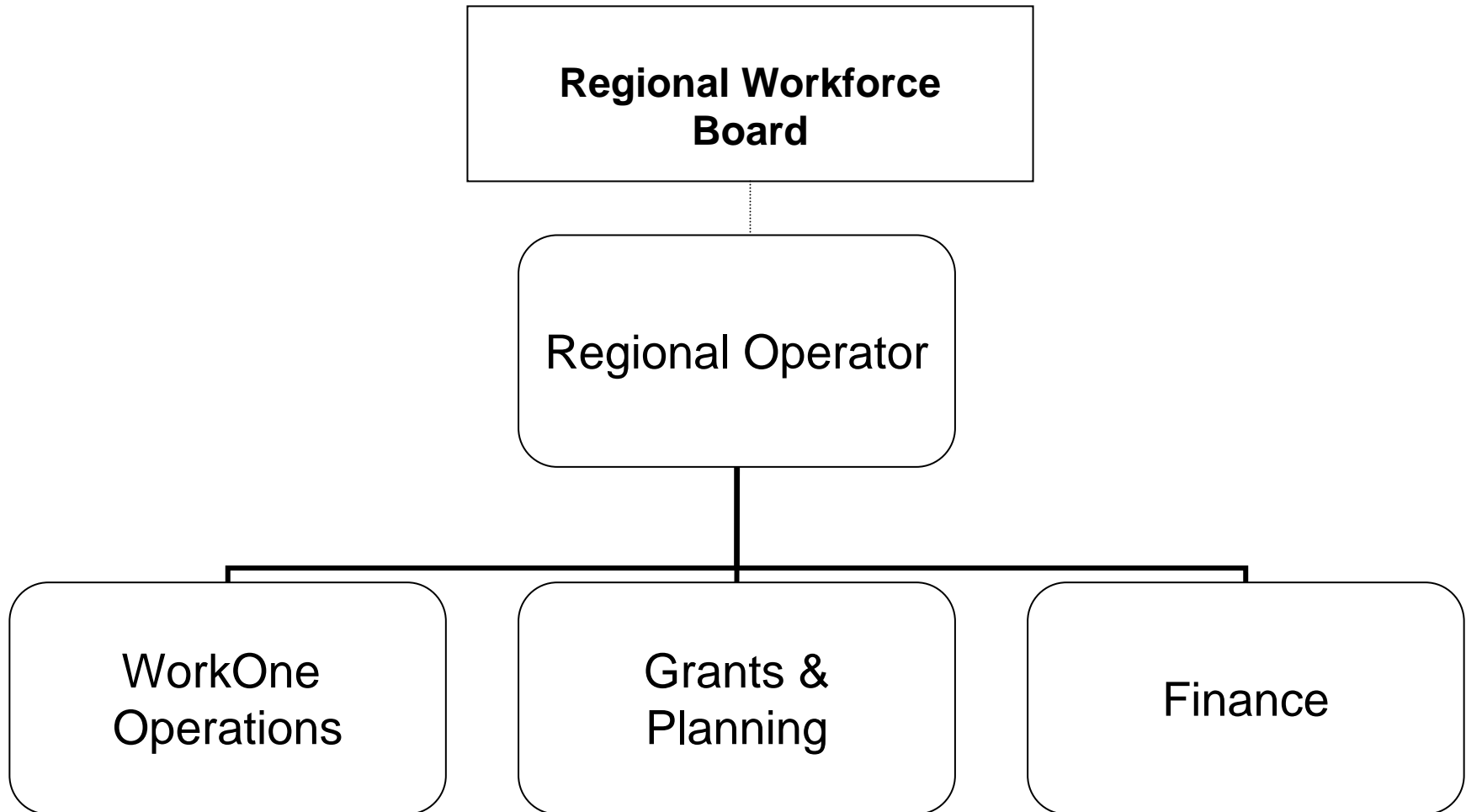
Today's System



Integration



October 2005



- Workforce Development Objectives and Strategy
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- SSI
- IEDC Strategic Planning
- Regional boundaries
- Labor Market Information
- Workplace Literacy Initiative
- Vocational and Technical Education

Workforce Development 101 curriculum is being developed to:

- Build regional capacity
- Instill culture of continuous improvement and strategic planning
- Educate new members of the workforce development system on:
 - Continuum of education, economic development, and workforce development
 - Federal resources and programs not previously managed regionally

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- Technology Systems:
 - Job Matching System
 - Case Management System
- WorkOne of the Future
 - Moving from an employers last stop to the first stop
 - Partnering with private sector to draw clients
 - Repositioning as “Employment Growth Centers”
 - Enhancing Universal Access
- Personal Re-Employment Accounts/Innovation Accounts

- Workforce Development Objectives and Strategy
- Execution and Implementation

Execution & Implementation

- 2005 is a transition year:
 - Current system continues to serve clients
 - New system is built
 - Seamless transition expected on July 1, 2006

Execution & Implementation

- Local Elected Officials are the key to building a stronger regional system
- LEO meetings held in each region
 - Presented agency strategic vision
 - Educated on planned changes
 - Defined leadership role of LEOs
 - Responded to questions and concerns
 - Opened lines of communication

Execution & Implementation

- 11 new regions are formed
 - County Local Elected Officials agree on leadership
 - Regional Local Elected Officials agree on structure, roles, and leadership
 - Regional Elected Officials select a Chief Elected Official
 - Regional Elected Officials determine where fiscal liability will lie

Execution & Implementation

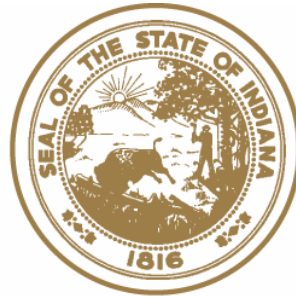
- Regional Workforce Boards are formed
 - Local Elected Officials appoint members
 - Regional Workforce Board convenes and determines structure, organization, and leadership
 - Regional Workforce Board starts to work competitively procuring the Regional Operator

Execution & Implementation

- Regional Operator is contracted and competitively procures the Service Providers
- Selected Service Providers transition cases and clients

July 1, 2006 new system is in place.

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